



# **MAKING RIPPLES**

**SUSTAINABILITY REPORT 2013-2014**

**WATTERS ENVIRONMENTAL GROUP INC.**

## ABOUT THIS REPORT

This report represents a summary of the impacts, efforts, and achievements during our FYE 2014 (unless otherwise noted), which is the period between April 1, 2013 and March 31, 2014.

Being our first sustainability report, the information offered in this report provides a benchmark for future sustainability reports to be compared to on an annual basis. The scope of this report is limited to the internal operations of the organization, pertaining to activities occurring in the office.

Any questions regarding the contents of this report can be directed to:  
[info@wattersenvironmental.com](mailto:info@wattersenvironmental.com)



## FROM THE PRESIDENT ...

Trust, Collaboration, Innovation. Three core values we strive to follow in everything we do here at Watters Environmental, and our approach to sustainability is no different. As you will see throughout this report, we take a three-pillared approach to pursuing sustainability as a business: Our Environment, Our People, and Our Community. These pillars tie hand-in-hand with the core values that we practice here every day.

*Making Ripples* – the title of our first ever Sustainability Report - provides a benchmark of Watters Environmental's sustainability performance, and also looks ahead to where we would like to go as a company. It may sound like an unconventional name for such a document; however, we're also an unconventional company. We believe the impacts we have on this planet and in our community, and similarly the initiatives we undertake to ensure those impacts remain positive, can have far reaching implications – much like the ripples created even by a small stone dropping into a large pond.

The creation of the Living Planet @ Work team – our 'green team' – was the result of an entirely staff-introduced and led initiative. The success of our various environmental initiatives, including the development of this report you're reading now, is a result of the hard work and long hours put in by our staff (most of which is volunteered). This group works closely and collaboratively with our Administrative team to run events and fundraisers, and help encourage employee engagement both internally and externally. The Living Planet @ Work team, and their initiative in putting together much of what you will read about in this report, demonstrates exactly the type of grass-roots, bottom-up approach that companies in this new economy need to encourage.

I hope you enjoy reading through *Making Ripples*, and encourage you to contact us with further questions, or to learn more about what it is we do here at Watters Environmental – for our clients, our community, and the planet.

Sincerely,



Robert J. Watters  
President & CEO





# EXECUTIVE SUMMARY

Environment. People. Community. Our three pillars of sustainability

These are the three pillars that make up Watters Environmental's approach to sustainability, and how we plan to continually improve our way doing business and further embody our core values. See below for an overview of our previous year's performance across these three pillars, and how we plan to address continuous improvement in these areas over the coming year.

| 1<br>OUR ENVIRONMENT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 2<br>OUR PEOPLE                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 3<br>OUR COMMUNITY                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>8,109 KWH</b> average monthly electricity usage </p> <p><b>140,000</b> kg of CO2e generated annually</p> <p><b>2,000</b> kg of CO2e generated per employee, on average</p> <p><b>X100</b> 11.3-L bottles of water consumed annually from water cooler alone </p> <p>Waste Diversion Rate: <b>61%</b> </p> <p><b>CHALLENGES:</b></p> <ol style="list-style-type: none"> <li>1. Energy efficiency in the office</li> <li>2. Vehicle reliance</li> <li>3. Single-serve coffee waste </li> </ol> | <p><b>89%</b>  of employees responded to our company's initiatives</p> <p><b>91%</b>  of employees support the current charities that Watters Environmental chooses to donate to.</p> <p>Total number of staff events, fundraisers and other team-led initiatives: <b>36</b></p> <p><b>CHALLENGES:</b> Employee participation in certain initiatives limited due to program constraints</p> | <p><b>PARTNERSHIPS &amp; COMMUNITY:</b></p> <ul style="list-style-type: none"> <li>• WWF</li> <li>• ECO Canada</li> <li>• City of Vaughan</li> <li>• Habitat for Humanity</li> </ul> <p><b>OVER A HALF DOZEN</b> charities supported by fundraising efforts and other staff </p> <p><b>\$793</b> Raised in various, staff-led charitable initiatives</p> <p><b>8X</b> 130-L bags of waste cleaned up during the City of Vaughan's 20 Minute Makeover </p> <p><b>= 1,040-L</b> of garbage</p> |

## PLANNING AHEAD: 2014/2015 GOALS

**11** Goals related to improving our shared environment, and encompassing:

- Environmental Strategy
- Waste Reduction
- Energy Reduction
- Waste Management
- Environmental Awareness
- Energy Conservation
- Energy Management
- Sustainable Procurement

### EMPLOYEE ENGAGEMENT

Lunch & Learn sessions to educate team members on the importance of sustainability 

### FUNDRAISING & COMMUNITY INVOLVEMENT:

- Participate in at least one Free the Children fundraising event.
- Support 2 to 3 locally based charities in our community. 



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### OUR ENVIRONMENT

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## PLANNING AHEAD

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NOVATION

TRUST

Why?

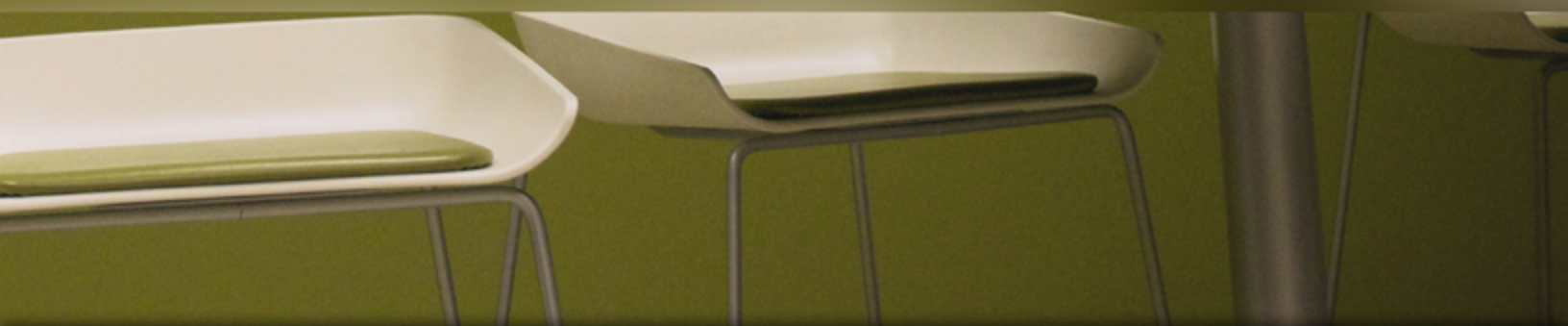
Passion

Energy

Navigate

Revolutioniz

# WHO WE ARE



COMPANY PROFILE

OUR VALUES

SUSTAINABILITY VISION STATEMENT

SUSTAINABILITY STRATEGY



# COMPANY PROFILE

## Revolutionizing business in the environmental industry

**W**atters Environmental Group Inc. is a boutique environmental consulting firm that focuses on building relationships. Our daily mission is to help our clients deal with their stresses & anxieties as we co-create innovative solutions to their problems.

Since the company was established in 2004, we have utilized our wide range of experience and 25+ years of technical expertise in order to fully understand our client's issues and ensure we work with them to develop a solution that not only fits their business needs, but also protects our shared environment.

Our relationships with our clients are founded on trust, by providing reliable and credible service through innovative and strategic solutions; no matter how big the problem or how unconventional the request, we think outside the box to find solutions that are tailored to our clients.

The culture at Watters Environmental relies on open, two-way communication between all team members. We encourage creativity, pushing the status quo, and view overcoming challenges as an opportunity to grow.

We highly value the culture and encourage the personal and professional growth of all our team members. With a young and enthusiastic team driving the company forward, maintaining a strong work/life balance is paramount to the team.

Through various initiatives and opportunities both in and outside of the organization, team members are able to build the trust amongst each other, and are able to channel their life's passions into our everyday activities.



Our daily mission is to help our clients deal with their stresses & anxieties as we co-create innovative solutions to their problems.



# OUR VALUES

---

Trust. Innovation. Collaboration.

**W**e strive to embody these values in everything we do. This allows our team to take a unique approach as environmental consultants, by building trusted relationships & co-creating strategic solutions with our clients across Canada. We believe these values are our differentiator, and empower us to push the limits and think outside the box, challenging the standard industry answer to our clients' needs – this is where creativity happens.

## 1. TRUST

Everything at Watters Environmental begins with trust - between our team, our clients, and our stakeholders. Trust for us means putting people first.

## 2. COLLABORATION

At Watters Environmental, we feel that every member of our team plays a crucial role in delivering co-created solutions for our clients, ensuring a truly collaborative approach.

## 3. INNOVATION

A company built on trust and a culture of collaboration fosters innovation and creativity.



We believe these values are our differentiator, and empower us to push the limits and think outside the box, challenging the standard industry answer to our clients' needs – this is where creativity happens

Co-Crea

INNOVATION

Inspire

Position

Energy

TRUST  
Navigate

Why?  
Revolutionize

# SUSTAINABILITY STRATEGY

As we continue to transform, we frequently reflect upon our goals as a company in relation to our core values. With the establishment of the Living Planet @ Work program in May 2013, we demonstrated our commitment to making sustainability a priority. The Living Planet @ Work program has allowed us to engage employees in environmental stewardship activities, through an established organization.

Living Planet @ Work program has three main objectives:

1. Using external resources to create sustainable solutions to develop best practices for improvement of our environmental performance
2. Create a baseline so we can measure our performance and set goals for future improvement
3. Partner with University of Waterloo Environment and Business students in their fourth year thesis project

## SUSTAINABILITY VISION STATEMENT

1. We believe **leading by example** is crucial in building **trusted** relationships with our stakeholders. We apply this to every facet of our company culture, including taking action through our environmental initiatives.
2. We strive to provide **business solutions** through a **collaborative** approach while maintaining our commitment to the environment.
3. We are **committed** to being industry leaders by introducing **innovative** environmental solutions and ideas, as we aim to revolutionize business.





# OUR ENVIRONMENT



**ENERGY**  
**TRANSPORTATION**  
**WATER CONSUMPTION**  
**PAPER USAGE**  
**WASTE MANAGEMENT**





# ENERGY

**O**ur office is located in a three storey commercial building constructed in 2010. Our company leases the office space along with nine other tenants, with each tenant space sub-metered for energy billing purposes, therefore allowing us to track our energy consumption.

The office is powered by energy obtained from PowerStream, which is the service provider for the majority of York Region, including Concord. PowerStream utilizes energy generated from mixed sources – 56% nuclear, 22% hydro, 14.6% gas, 3% wind and coal,

Energy Consumption 2013-2014 (KwH)



Our team aims to reduce its carbon footprint by monitoring energy consumption and taking action to minimize it through initiatives such as:

- Programming the thermostats to stay at 22°C during the day while employees are in the office. During evenings and weekends, the temperature goes down to 18°C.
- Using energy efficient fluorescent lights throughout the office
- Turning the lights off on evenings and weekends
- Turning off electronics and computers at the end of each day
- Energy efficient photocopiers

Philips linear fluorescent bulbs are used throughout the office, which offer long life and energy savings. ('Standard'; fluorescent lamp / linear t8 / 4100k / 32 watts)



**CHALLENGE:** In our office, a challenge for employees usually occurs when forgetting to turn off computer screens, computers and lights when leaving the office. This is a challenge that can be overcome by employee behaviour change through increased awareness.



# TRANSPORTATION

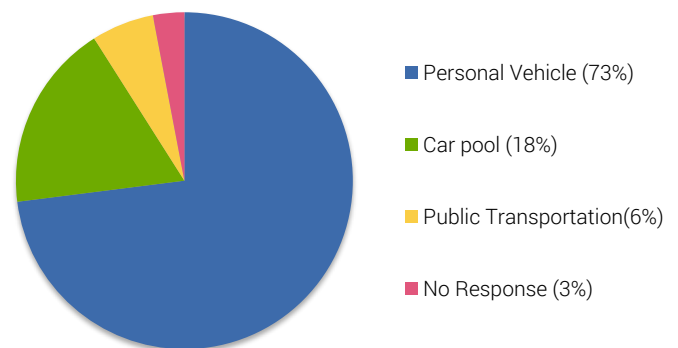
Under the scope of this report, we measured our carbon footprint from transportation based on typical employee travel to and from our Concord office for an average work day. Employee travel for business purposes is not captured in these values.

To measure the contribution that employee transportation is having on our carbon footprint, we conducted a transportation survey to collect data from employees on their average commute. The results of our transportation survey are as follows:

- About 70% of employees drive a compact car or sedan to work, while 21% drive a sport-utility vehicle;
- The average employee commute distance is 56.6 kilometres round-trip;
- 6% of employees take public transit to work;
- 18% of employees carpool to work whenever possible..

When asked if they would consider carpooling to work if they had the opportunity, about 80% of respondents said yes

Employee Commute Method 2013 (%)



Our Concord office is located on a TTC /YRT bus route in Vaughan, making public transit an accessible option for employees to commute to the office.

In 2013, our employees produced a total of approximately 140,000 kg CO<sub>2</sub>e, which is about 2,000 kg CO<sub>2</sub>e per employee.

CO<sub>2</sub>e - Carbon dioxide equivalent emission

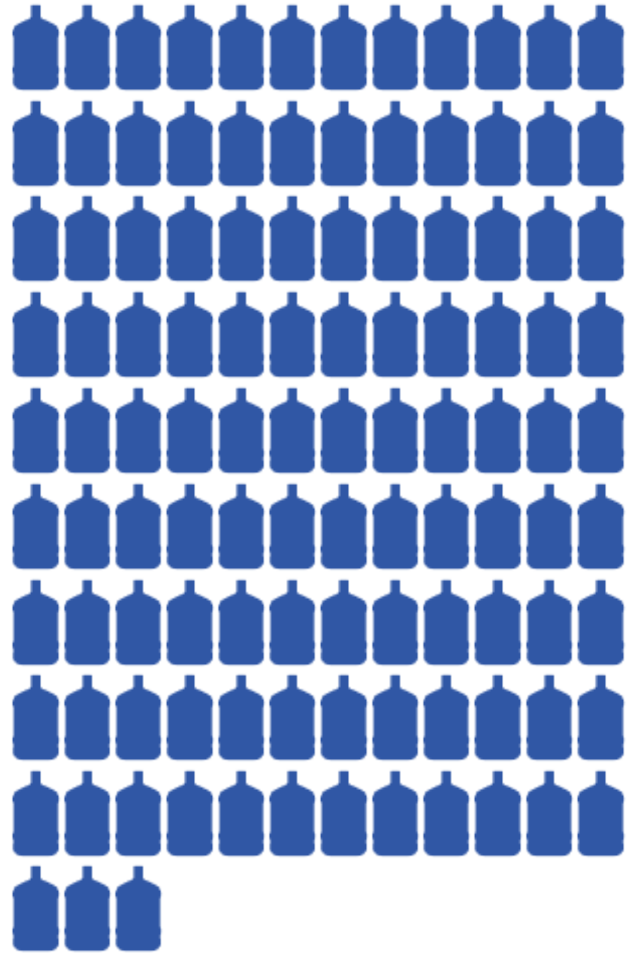
**CHALLENGE:** Although we are located in close proximity to public transportation, our field staff are required to have a personal vehicle for work-related travel. The uncertainty and frequency of this travel makes it difficult for staff to take public transportation or carpool with coworkers regularly.

## WATER CONSUMPTION

**A**t our Concord Office, water is consumed through the use of our kitchen sink and dishwasher, as well as the Cedar Springs water cooler located in the centre of the office. These two sources were measured separately in order to determine specific water consumption for each.

To maximize efficiency, the dishwasher in the kitchen is run once a day in the afternoon once it is full. We aim to run the dishwasher in the afternoon at off-peak hours to reduce our costs.

Watters Environmental also consumes water through a water cooler purchased from Cedar Springs, which provides natural spring filtered water. This water is sourced from Oro Medonte, Ontario; a certified Canadian spring by the Ministry of the Environment.



In 2013-2014, one hundred and thirty-one 11.3-litre bottles of water were consumed, which is an average of 10.9 bottles per month



**CHALLENGE:** Employee behaviour is difficult to change - with the kitchen located on one side of the office; some employees found it inconvenient to refill their personal water bottles and stay hydrated throughout the day. It was requested to have a water source on each side of the office to address this.



# PAPER USAGE

**D**ue to the nature of consulting, the majority of our operations happen in an office setting where we prepare reports to suit our clients' needs. As a result, paper is one of our most utilized resources in the office. Recycling bins are located throughout employee work spaces as well as the communal printer area to maximize the opportunity for recycling. Our employees are then asked to empty their recycling bins into shred bins located throughout the office.

Between May 2013 and April 2014, over 330 reams of paper were purchased, equating to approximately 167,000 sheets of paper. Between 33 employees, this results in usage of about 5,061 sheets per person.

100% of the paper we use is certified by the Forest Stewardship Council (FSC)

What does FSC-certified mean? Forest Stewardship Council (FSC) is an international certification and labelling system dedicated to promoting responsible forest management of the world's forests. It is the most widely-recognized and credible forest certification system in the world.

When a product is FSC-certified, it means that the product meets the FSC's strict environmental and social standards. FSC guarantees that the wood and paper products you purchase come from healthy forests and strong communities.

## EPOST

In January 2014, we switched from our traditional printed pay stubs to Canada Post's epost system. Epost is an online mail and bill presentment and payment service. This eliminates the use of paper stubs in the office.



**CHALLENGE:** As a consulting firm, our client information and documents are kept strictly confidential, resulting in the implementation of a "shred all" policy for waste paper. All discarded paper in the office must be placed in shred boxes, where it is collected by Cintas and recycled. It is estimated that we disposed of approximately 5,400 lbs of paper in 2013-2014.

# WASTE MANAGEMENT

## RECYCLING & COMPOST

In August 2013, Watters Environmental's Living Planet @ Work team introduced a new recycling program in the office. Although employees tried to recycle to the best of their ability before this program was in place, guidance was needed as to how and what to recycle.

Signs were introduced in the office that clearly stated what items could be recycled, thrown out in the garbage or placed in the composite bin. These signs were placed in Watters' lunch room.

Due to the limitations regarding waste removal at our office, the green bin collection relies solely on employee participation. Twice a week, an employee collects and disposes of this waste at their local residence, which is collected by York Region Waste Services.

## E-WASTE

Watters Environmental tries their best to encourage employees to recycle waste properly. In our office, an e-waste collection bin is located in the printing area,

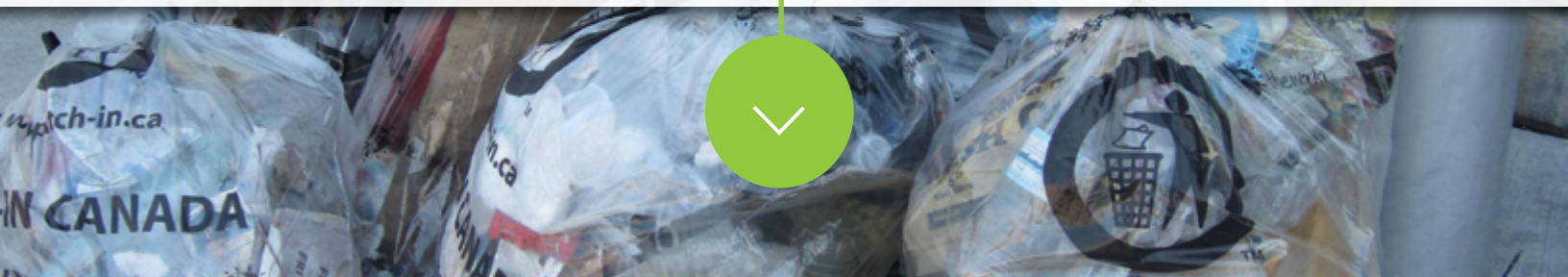
where staff can deposit e-waste from the office or bring in items from home. Watters staff members volunteer to take the e-waste to a nearby municipal collection facility (Thornhill Recycling Depot & Household Hazardous Waste & Electronic Recycling Depot), where it is disposed of.

There is no formal disposal program in place at Watters and e-waste recycling is based on employee participation

Watters Environmental also participated in Habitat for Humanity's collection of e-waste in their Restores in Ontario. Overall, Watters collected the following and donated it to Habitat for Humanity:

- 10 computers;
- 12 desk phones;
- 3 printers;
- 1 each of back-up surge protector, receiver, bell cable box; and
- 1 VCR/DVD player.

This promotes an earth-friendly, habitat-friendly way to reuse electronics and recycle e-waste, preventing it from ending up in landfills.



## 2014 WASTE AUDIT

On January 8th, 2014, we conducted our 1st waste audit. Over a three day period, two employees from our Living Planet @ Work team (Ailey Roberts and Brain Poole) sorted through our office's waste and measured the amounts. It was separated into three categories: material found in garbage, material found in recycling bin and material found in composite bin.

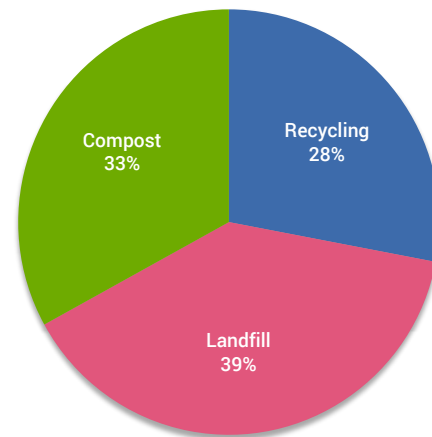
|                              |   |                             |
|------------------------------|---|-----------------------------|
| amount of work days per year | X | daily waste production (kg) |
| <hr/>                        |   |                             |
| number of employees          |   |                             |
| 250 working days per year    | X | 6.2 kg (18.6 kg / 3 days)   |
| <hr/>                        |   |                             |
| 33 employees                 |   |                             |

= **47.0 kg** per person per year

Based on a 250 day work year, and 33 employees, it is estimated that our employees generate a total of 6.2 kg of waste per day, approximately 47 kg of waste per person per year.

Due to the fact that this was our 1st waste audit and there were limited resources to collect the data, the results of the waste audit may not be representative of our true waste generation.

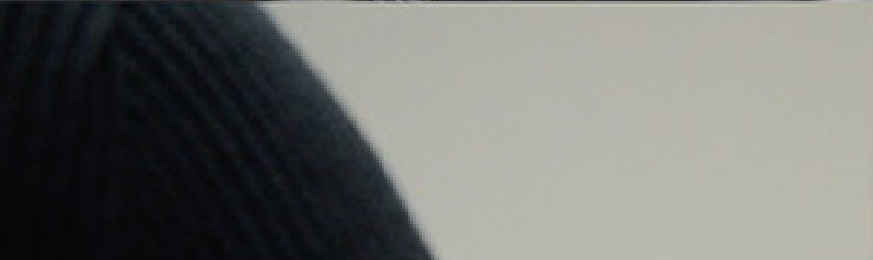
## Total Waste Diversion



**61%**  
Waste Diversion Rate

**CHALLENGE:** A major contributor to the overall waste generated in the office comes from the single serve coffee machine. The single serve coffee packets come in small plastic packets with coffee grounds inside, which are collected and thrown into the garbage. With 33 employees in the office, this is a lot of waste that goes into the landfill.





# OUR PEOPLE

EMPLOYEE AWARENESS  
EMPLOYEE ENGAGEMENT  
EMPLOYEE VALUES



# EMPLOYEE AWARENESS

As in many corporations, the key to ensuring the success of sustainability is rooted in employee awareness. In May 2013, Watters' green team was established in partnership with the [WWF Living Planet @ Work Program](#) to promote environmental awareness of issues such as waste reduction, energy conservation, electronics recycling and climate change. The Living Planet @ Work team consisted of 6- 8 employees who helped plan, organize and promote various campaigns and activities for Watters Environmental employees throughout the year.



**LIVING PLANET  
@WORK** championed by



## BUILDING AWARENESS

Creating new waste signage helped to better communicate the current waste disposal program and introduce organic recycling.

Earth Hour Week, occurring from March 24-28, 2014, was celebrated in the office to increase awareness of climate change and engage employees in energy conservation at home and in the office.

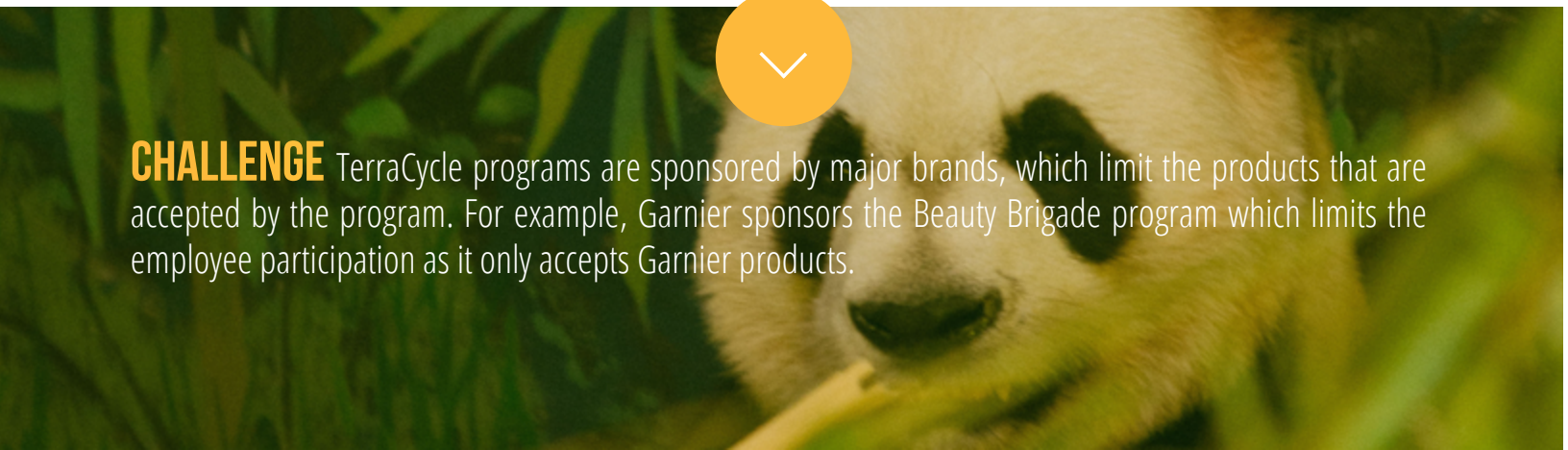
In 2013, the team introduced the TerraCycle program to target waste streams that are not collected by municipal waste programs, including Staples office stationary, cigarette waste, and coffee bags. Watters participated in the Glad® Sandwich Bag Brigade® and Staples Brigade®. Although the Glad® Sandwich Bag Brigade was successful in our office, TerraCycle cancelled this specific collection due to an end in the partnership between these two entities. Due to the selective nature of the Brigades, Watters Environmental does not have the capacity to participate successfully year round.

TerraCycle works with more than 100 major brands in the U.S. and 22 countries overseas to collect used packaging and products that would otherwise be destined for landfills and creates new products from these materials.

Overall, through the promotion of various environmental issues and creation of the green team, Watters employees are encouraged to bring their knowledge gained into their everyday lives.



**CHALLENGE** TerraCycle programs are sponsored by major brands, which limit the products that are accepted by the program. For example, Garnier sponsors the Beauty Brigade program which limits the employee participation as it only accepts Garnier products.



# EMPLOYEE ENGAGEMENT

A survey was conducted in January 2014 by the Living Planet @ Work team, asking employees to comment on Watters Environmental's initiatives taking place over the past year. The survey included questions regarding Living Planet @ Work initiatives, community involvement and the website development process.

## 89%

Of employees responded to the survey

"The more initiatives created, the more it will create awareness and people will understand the importance of the environment"

*Watters Environmental Employee*

## ENVIRONMENTAL INITIATIVES

Employees identified 3 major areas that Watters Environmental should improve on to reduce our environmental footprint:

### #1

**IMPROVING WASTE  
REDUCTION  
PROGRAMS ALREADY  
IN PLACE**



### #2

**REDUCING COFFEE  
WASTE FROM A  
SINGLE-BREW  
COFFEE SYSTEM**



### #3

**REDUCING ENERGY  
CONSUMPTION**





# EMPLOYEE ENGAGEMENT (CONT'D)

## CHARITABLE INITIATIVES

Overall, our employees felt that the company gives back to the community through its charitable initiatives. They suggested giving back to organizations, such as Children's Wish Foundation, the David Susuki Foundation, and the United Way.

# 91%

of survey respondents support the current charities that Watters Environmental donates to on a regular basis.

## WEBSITE DEVELOPMENT

Watters Environmental's website development is an ongoing process that employees were invited to participate in, including open-format staff brainstorming sessions and group feedback on various

iterations of the new site. Employees want to see the website reflect that Watters Environmental is a progressive company, focused on revolutionizing business.

"[The goal of the website] is to showcase Watters' culture and our differentiator in today's economy"

*Watters Environmental Employee*

## STAFF ACTIVITIES

At Watters Environmental, we strive to maintain an enjoyable and open work environment. Staff members are encouraged to participate in and have fun with their fellow team members. Holiday events, sporting events, and game nights promote a close-knit team and further enhance the Watters Environmental company culture



## LUNCH & LEARNS

Lunch & Learn sessions occur approximately twice a month, over lunch hour. We host guest speaker presentations from subcontractors to highlight their services and discuss best practices in the industry. These Lunch & Learn sessions also provide employees with administrative updates and training opportunities presented by current team members and / or external companies.

## PRESENTATIONS “BY THE STARS”

Presentations by the Stars provide an opportunity for ‘employees to teach employees.’ Staff members get to exercise their presentation skills and give talks to update colleagues about new procedures and updates. Examples that have been presented in the past include:

- ECO Canada
- Google Earth Training
- Soil Vapour Training
- Health & Safety
- Borehole Logging Process
- Technical Review
- Surveying
- Asbestos & Mould Awareness Training

## SYNERGY TRAINING

The Synergy presentation series began in November 2013. Watters’ employees participate in Synergy presentations once a month. Topics include communication, personality awareness and behaviour related content. Through these sessions, employees are taught techniques and strategies behind the soft-skills required to build relationships with clients and fellow employees.

## TOWN HALL MEETINGS

Town hall meetings occur approximately four times a year over lunch hour. They provide an opportunity to go over upcoming training opportunities, administrative information and any new initiatives being implemented internally (e.g. Living Planet @ Work events). Town hall meetings also allow for special recognition of Watters Environmental team members, including our Watters GEM Awards.

**GEM** is an acronym for Great Experience Maker. It was created to help recognize an employee that lives the Watters Environmental core values: Trust, Collaboration & Innovation

# EMPLOYEE VALUES

**O**ur team holds a unique set of values in comparison with other traditional environmental consulting firms in our market. Our beliefs, values and priorities are what make Watters Environmental a truly unique firm.

“At Watters, we don’t let size limit the possibilities of the company”

*Watters Environmental Team Member*







# OUR COMMUNITY



**PARTNERSHIPS**  
**COMMUNITY INVOLVEMENT**  
**FUNDRAISERS**



# PARTNERSHIPS

Since its establishment in 2004, Watters Environmental has been committed to giving back to the community. Through various partnerships and fundraisers, community engagement has become a major part of Watters Environmental's culture. With participation from both the leadership team and employees, our reach has extended further than ever anticipated.

## WWF LIVING PLANET @ WORK

Watters Environmental began its partnership with WWF Canada and the [Living Planet @ Work](#) program in 2013. The purpose of this program is to help small to medium size companies achieve their sustainability goals by providing the tools to:

1. Reduce our company's footprint
2. Engage employees in environmental campaigns
3. Fundraise for WWF

Through this program, Watters Environmental has participated in several events, Earth Week, Earth Hour, Sweater Day and the CN Tower Climb, which all promote environmental awareness through employee engagement activities while at the same time fundraising for WWF.



**LIVING PLANET  
@WORK** championed by 

## ECO CANADA

In 2013, a team from Watters Environmental participated in the [6th Annual Toronto Environmental Professional Event](#), which hosted the industry's top energy, environment and business professionals. Here, our team held a workshop on "Successful Business Development through Effective Communication", where participants gained a deeper understanding of the complexity of business communications as it relates to business development in the environmental industry.

The workshop involved a series of lectures, practical / experiential exercises, video case studies and assignments to apply what was learned during the workshop. A team from Watters Environmental assisted ECO Canada with the development of their [Environmental Technical Writing](#) and [Environmental Project Management](#) online courses.



**ECO CANADA**  
Environmental Careers Organization



# COMMUNITY INVOLVEMENT

## HABITAT FOR HUMANITY

Habitat for Humanity is a not-for-profit housing organization that mobilizes volunteers and community partners to provide affordable housing and promote home ownership as a means to breaking the cycle of poverty. The Habitat for Humanity Greater Toronto Area chapter has partnered with thousands of volunteers and organizations, building approximately **270** homes for families in need of affordable housing.

Over the years, our team has supported this organization through several initiatives including helping to build homes for deserving families in 2010 and 2011. *This year*, our team held an **E-WASTE DRIVE** to collect old electronics no longer in use in our office and homes, such as computers, cell phones, DVD players, and cameras.



# 2013/2014

## 20-MINUTE MAKEOVER

Watters Environmental has been participating in the *City of Vaughan's 20-Minute Makeover* since 2011. Every year in April, businesses, schools, residents and community groups in Vaughan come together to take part in this event to honour Earth Day and pick up garbage in the community for 20 minutes.

In 2013, fifteen Watters Environmental employees participated in the event, and collected a total of **8 130-LITRE BAGS OF GARBAGE** from the area surrounding our office building.





# FUNDRAISING

## MAY 2013

### 2013-2014 FISCAL YEAR BEGINS

## DECEMBER 2013

### THE SHOEBOX PROJECT FOR SHELTERS

The Shoebox Project for Shelters is a not-for-profit initiative that collects small gifts that are packaged in shoeboxes, and distributes them to women in shelters during the Christmas season. The shoeboxes are filled with items that a woman would enjoy but would not be able to afford during times of difficulty.

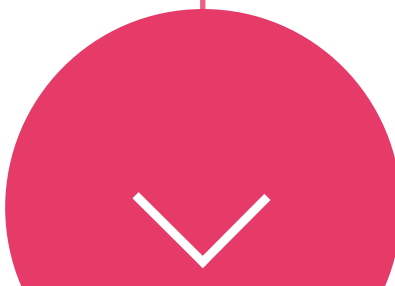
Our goal for this initiative was to create 10 boxes, which was greatly exceeded. In total, we created 25 boxes, each valued at approximately **\$50**. Watters also raised funds by hosting a bake sale and organizing various raffles draws. In total, **\$290** was raised, which was put towards purchasing additional items to include in the Shoebox Drive.



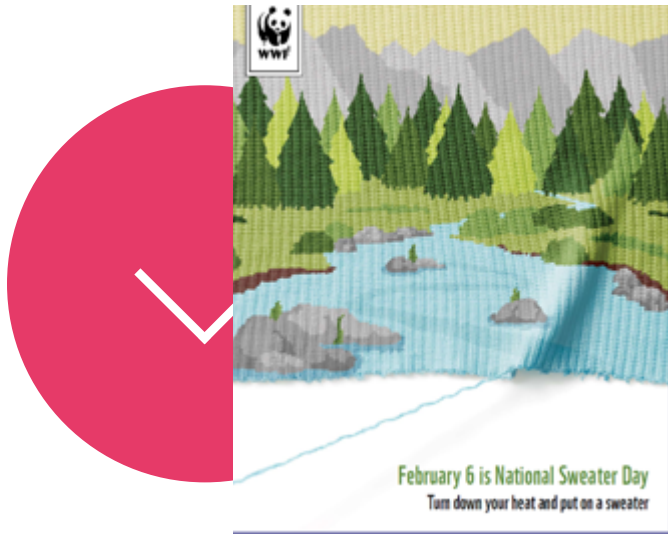
## SEPTEMBER 2013

### JDRF RIDE FOR DIABETES

For the past two years, we have supported the Juvenile Diabetes Research Foundation (JDRF) through their Ride for Diabetes Research. This fundraising event is a stationary bike-a-thon where teams of five alternate cycling for 40 minutes. All funds raised support type-1 diabetes research. Watters Environmental employees participated in this event in Toronto on September 26, 2013. Together, the company raised **\$342** for diabetes research, which helped inspire team spirit and hard work!



## FUNDRAISING [CONT'D]



### FEBRUARY 2014 WWF NATIONAL SWEATER DAY

In partnership with the Living Planet @ Work program, Watters Environmental participated in WWF Canada's National Sweater Day. The purpose of this event was to promote climate change awareness. The thermostat in the office was turned down to **16°C** and employees were encouraged to wear their favourite sweater to work. Twenty-four employees participated in the event and collectively raised **\$161** for WWF Canada. Due to the tremendous positive response from this event, Sweater Day will likely become an annual event in the office.

### MARCH-APRIL 2014

#### CLOTHING AND FOOD DRIVE

Watters Environmental participated in a clothing and food drive for shelters, including Good Shepherd and New Circles, collecting items from March 20 to April 15. Good Shepherd is a men's charity centre located in downtown Toronto to assist the homeless and those in need. They provide meals, a place to sleep, and clothing.

New Circles is a not-for-profit social service agency that offers clothing, community referrals and skill building programs to those in need. Donations to these organizations included non-perishable food items, clothing, shoes, women's accessories, children's clothing and speciality clothing (plus –size and maternity wear).



MAY 2013  
FISCAL YEAR END










# PLANNING AHEAD









# 2014/2015 GOALS

The Living Planet @ Work team finished off the year by setting a number of goals for the upcoming fiscal year - all of which tie directly to our 3 Pillars of Sustainability, as well as core values that guide our company as a whole. Below is an overview of our upcoming initiatives planned for 2015, including the status of some programs and initiatives already underway in 2014. It may seem like an ambitious list, and time frames may change, but our team at Watters Environmental is ready for the challenge.

| Pillar                                                                              | Action                 | Description                                                                                                                                                                                                                                                              | Progress (end of 2014) |
|-------------------------------------------------------------------------------------|------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
|  | Environmental Strategy | Develop and implement an environmental policy, which will help guide Watters Environmental's decision-making process in regards to the environment.                                                                                                                      | Initiating             |
|  | Waste Reduction        | Participate in at least two TerraCycle Brigades by 2015.                                                                                                                                                                                                                 | In Progress            |
|  | Energy Reduction       | Reduce overall energy consumption in the office by 5%. We plan to do this by: <ul style="list-style-type: none"> <li>• Turning off overhead lights, computers and computer screens at the end of the day</li> <li>• Installing power bars at each workstation</li> </ul> | Initiating             |
|  | Waste Management       | <ul style="list-style-type: none"> <li>• Look into and sign up for external programs that collect and dispose of green bin/compost in office buildings.</li> </ul>                                                                                                       | Initiating             |
|  | Waste Reduction        | Implement and enforce a plastic water bottle and coffee cup ban in the office. We plan to do this by: <ul style="list-style-type: none"> <li>• Promoting a one week challenge to gauge employee response rates</li> </ul>                                                | Initiating             |

| Pillar                                                                              | Action                              | Description                                                                                                                                                                                                                                                                                                                                                                       | Progress (end of 2014) |
|-------------------------------------------------------------------------------------|-------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
|    | Environmental Awareness             | Organize and participate in at least 50% of WWF campaigns throughout the year                                                                                                                                                                                                                                                                                                     | In Progress            |
|    | Fundraising & Community Involvement | <p>In the past, Watters Environmental has participated in the We Create Change fundraiser through Free the Children, which collected pennies to provide a sustainable water source to a person for life.</p> <p>Next year, we will participate in at least one Free the Children fundraising event.</p>                                                                           | Initiating             |
|    | Employee Engagement                 | Organize and present two Lunch & Learns, which highlights the importance of and educates employees on sustainability topics.                                                                                                                                                                                                                                                      | Initiating             |
|  | Waste Reduction                     | <p>Eliminate 80% of the waste produced by the single-serve coffee machine.</p> <ul style="list-style-type: none"> <li><b>Achieved by switching to a new single-serve coffee supplier that offers compostable coffee pods and even biodegradable packaging</b></li> <li>Actual diversion rates of coffee waste will be confirmed during a follow-up waste audit in 2015</li> </ul> | Completed              |
|  | Energy Conservation                 | Switch electricity provider to Bullfrog Power. Bullfrog's green electricity comes from a blend of wind and low-impact hydropower sourced from new Canadian renewable energy facilities, which can reduce our overall environmental impact.                                                                                                                                        | Initiating             |



| Pillar                                                                            | Action                              | Description                                                                                                                          | Progress (end of 2014) |
|-----------------------------------------------------------------------------------|-------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|------------------------|
|  | Energy Conservation                 | Consider programs that provide carbon offsets, in order to account for greenhouse gas emissions related to business operations       | In Progress            |
|  | Energy Management                   | Measure carbon emissions from work related travel (i.e., car, air, & train) to determine our overall carbon footprint in 2014 & 2015 | Initiating             |
|  | Sustainable Procurement             | Purchase at least 80% of paper with 100% post-consumer product.                                                                      | Initiating             |
|  | Fundraising & Community Involvement | Support 2 to 3 locally based charities in our community.                                                                             | Initiating             |

This concludes our [2013-2014 Sustainability Report: Making Ripples](#). For more information on any of the material provided in this report, or more about Watters Environmental and what we do, please contact us at [info@wattersenvironmental.com](mailto:info@wattersenvironmental.com) or visit [www.wattersenvironmental.com](http://www.wattersenvironmental.com)



